

---

## HOUSE CONCURRENT RESOLUTION

---

REQUESTING THE LEGISLATIVE REFERENCE BUREAU, IN CONSULTATION  
WITH THE DEPARTMENT OF EDUCATION AND UNIVERSITY OF HAWAII  
AT MANOA COLLEGE OF EDUCATION, TO PREPARE A STUDY THAT  
EXAMINES AND PROVIDES RECOMMENDATIONS ON IMPROVING THE  
RETENTION OF TEACHERS WITHIN THE DEPARTMENT OF EDUCATION.

1 WHEREAS, the systemic shortage of public school teachers  
2 within the Department of Education is exacerbated by multiple  
3 factors, including the limited pool of qualified applicants to  
4 recruit, and the subsequent administrative challenge of  
5 retaining teachers once employed; and  
6

7 WHEREAS, the severity of this shortage is particularly  
8 evident in schools lacking modern facilities and the resources  
9 with which to offer new teachers a competitive salary and  
10 benefits; and  
11

12 WHEREAS, in 2010, the Honolulu Star-Advertiser reported  
13 that "more than half of Hawaii's public school teachers leave  
14 within five years of being hired"; and  
15

16 WHEREAS, the retention of highly qualified teachers in  
17 public schools is critical to achieving long-standing  
18 educational goals and academic standards set by the State; now,  
19 therefore,  
20

21 BE IT RESOLVED by the House of Representatives of the  
22 Twenty-eighth Legislature of the State of Hawaii, Regular  
23 Session of 2015, the Senate concurring, that the Legislative  
24 Reference Bureau, in consultation with the Department of  
25 Education and University of Hawaii at Manoa College of  
26 Education, is requested to prepare a study that examines and  
27 provides recommendations on improving the retention of teachers  
28 within the Department of Education; and  
29



1 BE IT FURTHER RESOLVED that the study include the  
2 following:

- 3
- 4 (1) Cases and reports over the past ten years by teachers  
5 and administrators on specific factors that had  
6 encouraged or discouraged retention as based on years  
7 of service within the Department of Education;  
8
- 9 (2) Specific data on the average length of service within  
10 the Department of Education of teachers who graduated  
11 from University of Hawaii programs, other accredited  
12 teacher preparation programs within the State of  
13 Hawaii, and those who transfer into the State from  
14 other states, as well as an analysis of the factors  
15 contributing to differing persistence rates; and  
16
- 17 (3) Recommendations of administrative and legislative  
18 possibilities to incentivize teachers toward continued  
19 employment within the Department of Education, and any  
20 other proposed strategies designed to mitigate the  
21 systemic shortage of qualified teachers; and  
22

23 BE IT FURTHER RESOLVED that the Legislative Reference  
24 Bureau is requested to submit a report of its findings and  
25 recommendations, including any proposed legislation, to the  
26 Legislature no later than twenty days prior to the convening of  
27 the Regular Session of 2016; and  
28

29 BE IT FURTHER RESOLVED that certified copies of this  
30 Concurrent Resolution be transmitted to the Director of the  
31 Legislative Reference Bureau, President of the University of  
32 Hawaii, Chairperson of the Board of Education, Superintendent of  
33 Education, and Dean of the University of Hawaii at Manoa College  
34 of Education.  
35  
36  
37

OFFERED BY: 

  


